

# SUPERVISORY BORDER PATROL AGENT

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

## Overview

### Open & closing dates

🕒 08/29/2017 to 09/12/2017

### Salary

\$86,264 to \$112,142 per year

### Pay scale & grade

GS 13

### Work schedule

Full-Time - Full Time

### Appointment type

Agency Employees Only

## Locations

1 vacancy in the following location:

**Tucson, AZ**

1 vacancy

### Relocation expenses reimbursed

No

## This job is open to

### 🕒 [Internal to an agency](#)

This job is open to current employees of this agency.

### Announcement number

MHCBPMP-2002498-ALT

### Control number

477563500

## Duties

### Summary

This position will allow you to use your expertise to prevent illegal entry of aliens into the United States by land, water, or air; enforce criminal provisions of the Immigration and Nationality Laws; and seek out and apprehend smugglers or aliens who are in the United States illegally. This position starts at a salary of \$86,264 (GS-13 Step 01). Apply for this exciting opportunity to strengthen the Department's ability to protect the homeland.

**Who May Apply:** Current U.S. Customs and Border Protection employees with competitive status.

For definitions of terms found in this announcement, please see [Careers](http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm) ([http://www.dhs.gov/xabout/careers/gc\\_1303762131481.shtm](http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm)).

**Organizational Location:** This position is located within U.S. Customs and Border Protection, U.S. Border Patrol, Tucson Sector Headquarters, Law Enforcement Operational Programs, in Tucson, AZ.

One or more selections may be made using this job opportunity announcement. Further selections may also be made for additional organizational divisions and/or units within the duty location(s) listed above.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

Applying to this announcement certifies that you give permission for DHS to share your application with others in DHS for similar positions.

### Responsibilities

#### Major duties include:

- Using the Border Patrol Planning Process (BP3) and/or the Military Decision Making Process (MDMP) to plan, develop, and execute operations at the operational and strategic level
- Analyzing problem sets and produce courses of actions to be used in operations orders and/or capability gap analyses
- Leading the planning efforts with station, multi-station, multi-agency, multi-sector, and bi-national partners
- Developing high level reports, documents, and other products for senior leadership

As a first-line Supervisory Border Patrol Agent you will serve as a **primary** law enforcement officer (under 5 U.S.C. 8331 (6C) and 8412 (d)) and be responsible for:

- Directing assignments of subordinate Border Patrol Agents, specialized units, and station operations.
- Directing activities aimed at preventing the illegal entry of aliens into the United States by land, water, or air.
- Seeking out and apprehending smugglers or aliens who are illegally in the United States.
- Enforcing the criminal provisions of the Immigration and Nationality laws.
- All normal functions involved in supervising personnel, including leave approval, resolving disciplinary problems, and preparing annual performance appraisals.

### Travel Required

Occasional travel - Overnight travel may be required on a regular and recurring basis.

### Supervisory status

### Promotion Potential

Yes

13

## Who May Apply

### This job is open to...

Agency Employees Only

Questions? This job is open to 1 group.

## Job family (Series)

[1896 Border Patrol Enforcement Series](https://www.usajobs.gov/Search/?j=1896)  
(<https://www.usajobs.gov/Search/?j=1896>)

## Requirements

### Conditions Of Employment

- You must be a U.S. Citizen to apply for this position
- You may be required to pass a background investigation and/or polygraph
- You may be required to pass initial and random drug testing
- You must be able to meet job-related medical and/or fitness standards
- Males born after 12/31/1959 must be registered with Selective Service

**Motor Vehicle Operation:** You must have a valid automobile driver's license at the time of appointment.

**Shift Work/Overtime:** This position requires regular and recurring shift work. You must be willing and available to work rotating shifts. You may also be rotated between assignments and duty locations. You could be required to work overtime on a daily basis and will be compensated up to an additional 25% of your base pay in accordance with the Border Patrol Agent Pay Reform Act of 2014.

**Uniforms:** This position requires you to wear an officially-approved uniform while in duty status.

**Security Clearance:** You may be required to obtain a Secret or higher level clearance for this position.

**Supervisory Probationary Period:** You may be required to serve an 18-month probationary period upon appointment to this position. You may also be required to complete an appropriate supervisory training course within 90 days of assignment to this position.

**Supervisory Training:** All newly appointed, first-time permanent CBP Supervisors are required to complete mandatory training. The training will be scheduled by the Office of Training and Development within the first 90 days of appointment. The duration of the training will include LT-three weeks of in residence training in Harpers Ferry, WV. Note: This training may be waived if previously completed.

**Physical and Medical Requirements:** Because the duties of the position are of a strenuous nature and require a high degree of interaction and responsibility to the public, you must undergo and successfully pass our medical screening process. We will schedule, provide and pay for the required basic medical examination. For more information, go to <https://www.cbp.gov/careers/frontline-careers/cbpo/app-proc>  
(<https://www.cbp.gov/careers/frontline-careers/cbpo/app-proc>)

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## Qualifications

**Basic Qualification Requirements:** The basic qualification requirements include experience in law enforcement or other responsible work that demonstrates the ability to make arrests and exercise sound judgment in the use of firearms; to deal effectively with individuals or persons in a courteous, tactful manner; and to analyze information rapidly and make prompt decisions.

**AND**

**GS-13:** You qualify at the GS-13 level if you meet the basic qualification requirements and possess one year of specialized experience including interpreting and enforcing immigration or comparable laws, rules, and regulations. This also includes gathering and analyzing intelligence from a variety of sources; developing case work pertaining to criminal prosecutions and investigations; identifying and investigating smuggling operations; devising and recommending solutions to operational problems, and apprising management of identified deficiencies and solutions; and ensuring compliance with enforcement and operational practices.

**Language Requirement:** Must be proficient in the Spanish language. (i.e., able to speak and read in Spanish).

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the federal service) by Tuesday, September 12, 2017

## Education

**This is a Non-Bargaining Unit status position.**

**Law Enforcement Retirement:** This position meets the eligibility criteria for law enforcement retirement. For more information on required years of service and retirement age click on this link: [Maximum Age](http://cbpnet.cbp.dhs.gov/HRM/Pages/maximum_age.aspx) ([http://cbpnet.cbp.dhs.gov/HRM/Pages/maximum\\_age.aspx](http://cbpnet.cbp.dhs.gov/HRM/Pages/maximum_age.aspx))

For further information on when an employee continues or discontinues coverage under the special retirement system for law enforcement officers, please see the CSRS and FERS [Handbook](https://www.opm.gov/asd/hod/pdf/C046.pdf) (<https://www.opm.gov/asd/hod/pdf/C046.pdf>), Chapter 46, pages 12-13.

**Firearms Requirement:** You will be required to carry a firearm while on duty. Anyone who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition (Title 18, U.S.C. Section 922 (g) (9)). Candidates will be required to certify whether they have ever been convicted of such an offense.

**Polygraph Examination:** The Supervisory Border Patrol Agent position is a polygraph-required position. you may be required to take a polygraph exam and have favorable results in order to continue in the pre-employment process. Please see [Polygraph Examination](https://www.cbp.gov/careers/car/poly) (<https://www.cbp.gov/careers/car/poly>)

**Polygraph Reciprocity:** CBP may accept the results of a prior federal polygraph exam in lieu of a CBP polygraph exam. You will receive information to request reciprocity in your Background Investigation Package.

**Polygraph Waiver:** Certain veterans may be eligible to obtain a polygraph waiver. You will receive information to request a waiver in your Background Investigation Package.

## Additional information

**Age Requirement:** Provisions of Public Laws 93-350 and 100-238 allow the imposition of a maximum age for initial appointment to a primary Law Enforcement Officer position within the Department of Homeland Security (DHS). In accordance with DHS Management Directive 251-03, the "day before an individual's 37th birthday" is the maximum age for original appointment to a position as a primary law enforcement officer within DHS. NOTE: The Commissioner of CBP has approved a temporary increase in the maximum allowable age for original placement into a BPA position; therefore, candidates must be referred for selection before reaching their 40th birthday.

Creditable law enforcement officer service covered by Title 5 U.S.C. 8336(c) or Title 5 U.S.C. 8412(d), or creditable service covered by Title 5 U.S.C. 8401(36) (as a Customs and Border Protection Officer) on or after July 6, 2008, may be applied toward the maximum age requirement. This age restriction may not apply if you are currently serving in a federal civilian (not military) law enforcement position covered by Title 5 U.S.C. 8336(c) or Title 5 U.S.C. 8412(d).

To ensure compliance with statutes pertaining to the appointment of preference eligible veterans as determined by the Merit Systems Protection Board in its recent decision of *Isabella v. Dept. of State*, the maximum age for original appointment articulated above shall not apply to the hiring of individuals entitled to veterans preference eligibility under 5 U.S.C. § 3312. Veterans' Preference Eligibility: The maximum age for original appointment does not apply to veteran's preference eligibles.

**Background Investigation:** Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (i.e., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy) and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. Entry into this position may require that you successfully pass a polygraph examination. For more information, please see: [Background Investigation](https://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation) (<https://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation>)

**Probationary Period:** Current and former federal employees may be required to serve or complete a probationary period.

CBP uses E-Verify, an internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about E-Verify here, [E-Verify](http://www.uscis.gov/e-verify) (<http://www.uscis.gov/e-verify>), including your rights and responsibilities.

Every individual receives a fair opportunity throughout the federal recruitment and hiring process. To learn more, click on the link [Hiring Policies](https://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf) ([https://hru.gov/Studio\\_Recruitment/tools/Mythbuster\\_on\\_Federal\\_Hiring\\_Policies.pdf](https://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf))

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](https://twitter.com/#!/customsborder) (<https://twitter.com/#!/customsborder>)

## How You Will Be Evaluated

Qualified U.S. Customs and Border Protection (CBP) candidates will be ranked on the basis of the scores received on your Border Patrol Promotional Assessment. Competitive applicants must have a valid test score when the announcement opens, or we cannot consider you for this position. Alternate Staffing (Non-Competitive) Candidates need not have a current, valid test score.

Your application record will remain in a pending status until after the announcement closes, at which time we will upload test scores. If you have completed the assessment questionnaire and have uploaded all required documents for this announcement, there is nothing further you need to do at this time.

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see [View Occupational Questionnaire](https://ApplicationManager.gov/Questionnaire.aspx?ID=6094588&PreviewType=Questionnaire) (<https://ApplicationManager.gov/Questionnaire.aspx?ID=6094588&PreviewType=Questionnaire>)

### **Knowledge, Skills, Abilities and Other Characteristics (KSAOs):**

Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs are:

- Knowledge of Immigration and Nationality laws
- Knowledge of proper law enforcement methods
- Skill in analyzing disparate facts, events, and other types of intelligence material
- Skill in using a variety of automated information systems to gather information for intelligence, enforcement, and prosecutions, and to facilitate decision making

**Agency Career Transition Assistance Program (CTAP):** If you have never worked for the Federal Government, you are not CTAP eligible. Information about or CTAP eligibility can be found at: [CTAP](http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a) ([http://www.opm.gov/Reduction\\_In\\_Force/employee\\_resources/ctap/Employee-Guideline\\_CTAP.asp#3a](http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a))

. To be considered well qualified under CTAP, you must possess the knowledge, skills and abilities and/or competencies clearly exceeding the minimum requirements of the position. This will be measured by a score of 85 or higher. In addition, you must submit the supporting documents listed in the "Required Documents" section of this announcement.

## Background checks and security clearance

### Security clearance

Secret

[\(https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/\)](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)

## Required Documents

- **Your Resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. Your resume must be in English and must include your job titles and a detailed description of your duties and the dates you performed them (MM/DD/YY), as well as your hours per week for each position listed. Your resume should also contain your full name, address, phone number, email address, and salary. To ensure all your experience is considered, the U.S. Border Patrol strongly suggests resumes should describe your experiences and accomplishments, assignment dates, duty locations, your current supervisor's contact information and specify whether you have performed duties in investigations, intelligence, or have worked in sector-level or national programs (e.g., horse patrol, BORSTAR, BORTAC, peer support, chaplaincy, canine, etc.), or been assigned to the U.S. Border Patrol Academy, and/or Sector or USBP Headquarters. Include leadership or specialized training and college level courses completed. Resumes should also specify each supervisory position held (clearly listing SBPA, FOS, SOS, WC, DPAIC, PAIC, ACPA, XO, DC, DCPA or CPA). Additionally, include all temporary promotions listing the grade, position, location, and period of time held; temporary details or special assignments held 30 days or more (assignment, location, and period of time); and any prior military or other specialized experience outside of USBP that is relevant to law enforcement work. NOTE: Resumes stored on USAJOBS will not automatically carry over to this announcement. You must upload or fax your resume and any other applicable supporting documentation.
- **Your responses to the job questionnaire** [View Occupational Questionnaire](https://ApplicationManager.gov/Questionnaire.aspx?ID=6094588&PreviewType=Questionnaire) (<https://ApplicationManager.gov/Questionnaire.aspx?ID=6094588&PreviewType=Questionnaire>)
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)?** You must submit a separation notice; your most recent SF-50B (noting your current position, grade level and duty location); a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a notification from the applicable Military Department or National Guard Bureau, that you are retired under 5 U.S.C. 8337(h) or 8456..
- **Veterans preference points are not applicable to Merit Promotion announcements**
- You may be asked to provide a copy of your recent performance appraisal and/or incentive awards. Consideration will be given to performance appraisals and incentive awards as an indication of quality prior experience, no points will be assigned.

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under "Other" documents. "Other" documents may not be applicable for each applicant, but should be utilized if you are submitting a SF-50 for proof of federal service, veterans documents for eligibility, transcripts for qualifications, etc. **It is your responsibility to verify that any information entered, uploaded, or faxed is received and is accurate.** Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in your application and you must again upload or fax it by the closing date.

### If you are relying on your education to meet qualification requirements:

You **MUST** submit a copy of your transcript if you want to substitute your education for experience. If you claim qualifications based on education, and do not submit a transcript, your education will not be used in making a qualification determination and you may be found "**not qualified**".

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from [schools accredited by accrediting institutions recognized by the U.S. Department of Education](http://www.ed.gov/admins/finaid/accred/). (<http://www.ed.gov/admins/finaid/accred/>)

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

## Benefits

A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding.

- [Benefits for federal employees](https://www.usa.gov/benefits-for-federal-employees#item-36407)  
(<https://www.usa.gov/benefits-for-federal-employees#item-36407>)
- [Healthcare insurance](https://www.opm.gov/healthcare-insurance/)  
(<https://www.opm.gov/healthcare-insurance/>)
- [Pay and leave](https://www.usajobs.gov/Help/working-in-government/pay-and-leave/)  
(<https://www.usajobs.gov/Help/working-in-government/pay-and-leave/>)

DHS offers competitive starting salaries and an attractive benefits package, including: health, vision, dental, life and long-term care insurance, Thrift Savings Plan (similar to a 401(k)), Flexible Spending Account, retirement plan, Employee Assistance Program, personal leave days and paid federal holidays. Other benefits may include: flexible work schedules, telework, tuition reimbursement, transportation subsidies, uniform allowance, health and wellness programs, and fitness centers. DHS is committed to employee development and offers a variety of employee training and development opportunities. For more information, please go to [Benefits](http://www.dhs.gov/careers) (<http://www.dhs.gov/careers>)

and select "Benefits". To compare cost of living data, calculate mortgage scenarios, or gather information on communities and school districts, please visit the website: [Relocation Essentials](http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx) (<http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx>)

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time, or intermittent. Contact the hiring agency for more information on the specific benefits offered.

## How to Apply

To begin your online application, click "Apply Online" to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

We strongly encourage you to apply online. If you cannot apply online, you may fax your resume, assessment questionnaire, and supporting documents to [\(478\) 757-3144](tel:4787573144) (#)


. You must print a copy of and document your responses to the assessment questionnaire [View Occupational Questionnaire](https://ApplicationManager.gov/Questionnaire.aspx?ID=6094588&PreviewType=Questionnaire) (<https://ApplicationManager.gov/Questionnaire.aspx?ID=6094588&PreviewType=Questionnaire>) using OPM Form 1203-FX [OPM Form 1203](http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf) ([http://www.opm.gov/Forms/pdf\\_fill/OPM1203fx.pdf](http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf)), and the official fax cover sheet: [USAScover](http://staffing.opm.gov/pdf/usascover.pdf) (<http://staffing.opm.gov/pdf/usascover.pdf>)

. Please include job opportunity announcement ID 2002498 and provide your SSN, name, and address using the exact name you used when you filled out the questionnaire. If you have uploaded documents into your application, you do not need to fax those same documents.



Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on Tuesday, September 12, 2017.

## Agency contact information

 CBP MHC Hiring

### Phone

(952)857-2932  
[\(tel://\(952\)857-2932\)](tel://(952)857-2932)

### Fax

(478)757-3144

### Email

[CBPHIRING-APPLICANTINQUIRY@CBP.DHS.GOV](mailto:CBPHIRING-APPLICANTINQUIRY@CBP.DHS.GOV)  
[\(mailto:CBPHIRING-APPLICANTINQUIRY@CBP.DHS.GOV\)](mailto:CBPHIRING-APPLICANTINQUIRY@CBP.DHS.GOV)

### Address

CBP Hiring Center  
5600 American Blvd  
Suite 700  
Bloomington, MN  
USA

[Learn more about this agency](#)  
[\(#agency-modal-trigger\)](#)

### ***Customs & Border Protection (CBP): Securing America's Borders***

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resiliency to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career in CBP, the sole organization responsible for securing the nation's borders. At U.S. Customs and Border Protection, we:

- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers, please see <http://www.cbp.gov>  
[\(http://www.cbp.gov/\)](http://www.cbp.gov/)

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## Next steps

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts at: [USAJOBS Account](https://my.usajobs.gov/Account/NotificationSettings.aspx)  
[\(https://my.usajobs.gov/Account/NotificationSettings.aspx\)](https://my.usajobs.gov/Account/NotificationSettings.aspx)



. If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

## Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

### Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy And gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) office at OPM](https://www.opm.gov/about-us/our-people-organization/support-functions/equal-employment-opportunity/)  
(<https://www.opm.gov/about-us/our-people-organization/support-functions/equal-employment-opportunity/>)
- [Office of Equal Opportunity](http://www.eeoc.gov/eeoc/internal_eeo/index.cfm)  
([http://www.eeoc.gov/eeoc/internal\\_eeo/index.cfm](http://www.eeoc.gov/eeoc/internal_eeo/index.cfm))

### Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application and hiring process should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a Case-by-Case basis.

A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. Under the Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.
- [Disability Employment - Reasonable Accommodations](https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/)  
(<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>)
- [How to contact an agency](https://www.usajobs.gov/Help/how-to/application/agency/contact/)  
(<https://www.usajobs.gov/Help/how-to/application/agency/contact/>)

### Legal and regulatory guidance

#### [Financial suitability](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/)

(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/>)

#### [Social security number request](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/)

(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/>)

#### [Privacy Act](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/)

(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/>)

#### [Signature & False statements](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/)

(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/>)

#### [Selective Service](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/)

(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/>)

#### [New employee probationary period](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/)

(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/>)